2020-2021



PENTICTON INDIAN BAND
ANNUAL REPORT

2020-2021

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MESSAGE FROM CHIEF AND COUNCIL

way', xast sxelxʔalt iʔ pisnəqsyilxʷ
(Hello Good Day, my family and friends)



"WAY' ", on behalf of the new PIB elected Council, it is our honor to provide to you our first brief report on our activities for the Penticton Indian Band 2020-2021 Annual Report.

There is no doubt that over the past 2 years there have been a number of events and occurrences that have caused some new changes in our lives and in some instances has made our lives more interesting and challenging.

We continue to be amazed on how our community can come together in terms of working together and supporting one another to meet any challenge and embrace any changes. We have an amazing staff and community that we can always count on in times of need. Our community has also shown that we will stand with other communities and provide support wherever we can in their times of need. We have witnessed some heart wrenching times over the past 2 years, as we suffered the effects of the continuing COVID epidemic, watched our neighbouring communities relatives, friends suffer through the raging forest fires and of course the continuing heart wrenching discoveries of the children graves. We ask everyone to keep our families, relatives, survivors and our communities in your prayers as we carry on through these dark hurtful times.

Our Council have made a sincere commitment and have acknowledged that our priority and commitment is to our community and our members. We have also made a commitment that we would be open and transparent and would communicate and engage with community on a regular basis.

Since being elected:

- We've implemented regular monthly Band Meetings. We have also held Emergency Meetings when we felt certain matters were urgent.
- We've appointed each Councillor and alternates to specific program portfolio's.
- We've introduced to the community the first of a number of projects / initiatives that we will require your engagement and feedback on…(ie: Garnet Mine, Fortis Gas Line Upgrade).

MESSAGE FROM CHIEF AND COUNCIL CONT'D

- We've made our commitment to the community to re-introduce a number of policies and by-laws which would allow us, the PIB to have decision making authority on our own self-determination...(ie: Governance, Membership, Property Law, Community Safety…to name a few).

On behalf of the PIB Council and our community, we would like to recognize, honor and thank members of our Administration, Staff and Band Companies for their tireless work and dedication in keeping our community safe through the many emergency situations we've been challenged with this past year:

- Our amazing PIB Health Department
- Our dedicated PIB Fire Department
- The hardworking PIB Public Works Department
- The PIB NR Department and our Guardians
- Westhills Aggregates and equipment Operators

And of course the hardworking and dedicated EOC team members..(Tabitha, Joe, James and Dawn)

I am very proud of our new Council and have witnessed their determination and genuine love for the community. We have so much more work ahead of us and ask for your continued support as we push forward together to provide a brighter and better future for all especially our children and those yet to be born.

Way Lim Limpt

Penticton Indian Band Chief and Council



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CAO REPORT

YEAR IN REVIEW

On behalf of PIB Administration, I am pleased to present the 2020-2021 Annual Report. This report serves to highlight, not only the work completed in the last fiscal year, but also some of the challenges operating under the presence of a Global Pandemic. The last year has been challenging, but I believe the Community is emerging in a stronger, more unified position and has proven our resilience and ability to adapt the challenges we faced.

PIB began the year by proclaiming a Local State of Emergency. This meant member engagement was limited to, no group gatherings, 6 foot spacing, masks and the development of Safety Plans. Over the year, the world of Virtual Meetings has become the norm. Unfortunately, this meant that the Subdivision, Development and Servicing (SDS) Bylaw, adopted in June, struggled for exposure and community meetings on the Cannabis Control law were stalled.

Staff were able to complete several, engagement sessions via Zoom, on a draft Election Code and ultimately held a community vote. While the Election Code was not supported, the drive through voting process served as the basis for the development of a COVID-19 safety plans that allowed for safe execution of two (2) successful elections, for Chief and then Council.

The EnowkinWixw Strategic Plan highlighted addressing homelessness as a priority and was approved just before the fiscal began. Staff secured funding for three (3) "Life Pods" (small homes) to serve as COVID-19 isolation shelters, however, because of the pandemic, challenges sourcing materials on a global scale, has slowed the development. We expect these small homes to be installed this fall. The 15-Lot subdivision is anticipated to be ready for construction the fall of 2021. In support of housing, the water main has been upgraded, and has shown immediate, positive results in bolstering our aging reservoir and well systems.

PIB Council and staff have been working tirelessly to either have lands returned or to be compensated for the taking of those lands. This has meant accepting Canada's offer to settle the South Okanagan Commonage Claim, IR 3/IR 3A Claim and Canal specific claims. In addition, PIB has been advocating to have more oxbows and the Penticton Airport returned. More sections of the Kettle Valley Railway (KVR) are now held in fee simple by PIB Holdings as we work to have them returned to reserve.

In addition, PIB, Williams Lake Band and UBCIC jointly intervened in the Southwind v. Canada appeal to the Supreme Court of Canada. The case is about the correct approach to assessing equitable compensation for historical breaches of fiduciary duty. The SCC decision was released July 16, 2021. The SCC reasons will provide legal support to our negotiation positions on specific claims especially in relation to the South Okanagan Commonage Claim, IR 3/IR 3A Claim and Canal claim.

CAO REPORT

We began April 2020 in unprecedented times and emerged in March 2021, stronger and more unified in our support of and patience with each other. We demonstrated our resilience and desire to work together by learning to "meet" in new ways, and to be aware and observant of the safety and wellbeing of each other.



Remember, as we ride off together, into the new year, please consider getting vaccinated, and Take one for the Community, it can help us all come together again. See you soon, and finally, thank you to Leslie, for volunteering to put the Annual Report together on short notice, and short handed. A stellar job.

Joe Johnson

CAO,

FINANCE AND AUDIT COMMITTEE

The Finance and Audit Committee (FAC) was created in October 2014 as directed by the PIB Financial Administration Law (FAL). The FAC's purpose is to provide objective support and oversight of financial reporting and risk management. The FAC reviews PIB financial reports, and business proposals, and provides recommendations and guidance to Chief and Council in these matters.

The FAC normally consists of three Chartered Professional Accountants, who must be independent of the Band along with two members of Council. For fiscal 2020-2021, the FAC was chaired by Mr. Sukhvinder (Sukhi) Chouhan CPA, CA, CAFM. John M. Katerenchuk decided to retire from FAC at end of his term. Mr. Katerenchuck served on the FAC for three terms and PIB wishes to thank him for his dedication, commitment, and support he has provided to the PIB community.

Thanks also goes to former PIB Chief Chad Eneas and Councillor Carlene George, CFNTA who served on the FAC until the recent election.

PIB welcomed new council representatives Ms Vivian Lezard and Ms. Lesley Gabriel and three new independent members to the FAC, Ms. Vickie Whitehead, Mr. Chris Gibbons and Mr. John Rankin.

Other Members of the FAC as of March 31, 2021 are:

Chair Sukhvinder (Sukhi) Chouhan CPA, CA, CAFM
Mr. Chouhan was designated a Chartered Professional Accountant (CPA, CA) in 2008 and became a Certified Aboriginal Financial Manager (CAFM) in 2015. He is an active professional accountant, with an accounting practice and a portfolio of senior management and advisory positions amongst BC First Nations, as well as serving as a Director of the AFOA BC, Knowledge Network and Upper Nicola Development Corporation. He joined the FAC in March 2019.

Vice Chair - Lesley Gabriel, Council Finance, Taxation Administration Portfolio representative
Councillor Gabriel was appointed a member of the Finance and Audit Committee in December 2020. Also, a member of the PIB Economic Advisory Committee.

Vickie Whitehead, CPA, CGA
Ms. Whitehead is Cree Metis and holds a CPA, CGA designation. Her experience includes 17 years at INAC in various financial positions, and for the past 8 years she has worked for an accounting firm in an Indigenous financial advisory role, providing First Nations in BC and Canada with advice on financial management, trust structuring, and trust administration. Vickie has been a member of FAC since 2020.

John Rankin, MBA, CPA
Mr. Rankin has an MBA, a post grad Diploma in Forensic Accounting and is a CPA, having obtained his Chartered Accounting Designation in 1979 while articling with an international firm. His fourteen years experience with First Nations includes roles as advisor, CFO and CAO, and completed policies and internal control reports. John has been member of PIB's FAC since July 2021.

FINANCE AND AUDIT COMMITTEE

Chris Gibbons, CPA, CMA
Mr. Gibbons received his accounting designation in 2015 and has been actively involved in business management for 18 years. Of the 18 years 14 were with the Penticton Indian Band which included roles with Coyote Cruises, the Penticton Indian Band Development Corporation and Westhills Aggregates. He joined the FAC in July of 2021.

Vivian Lezard, Council Finance, Taxation Administration Portfolio Alternate Representative
Councillor Lezard was appointed a Member of the Finance and Audit Committee in December 2020.

Some specific duties that the FAC accomplished in the past fiscal year included:

- Reviewing and recommending the annual budget for 2021-2022;
- Reviewing quarterly financial reports;
- Reviewing and recommending the five year financial projections; financial policies; financial risks associated with taxation law; corporate structure and operation evaluations; the Risk Management Plan;
- Reviewing the Kul quarterly financial statements, and annual audit for all the Kul companies;
- Review of PIB loan guarantee obligations;
- Reviewing and recommending the financial risks associated with Skaha Hill Development;
- Reviewing the PIB annual audited financial statements, recommending some edits or additional information, and recommending them to Council for approval.

The FAC is a key piece of financial governance under the FAL, and ensures proper financial management and risk management is in place for PIB and its Members. PIB is a leader in the First Nations world in this process. With extensive collective financial and management experience, the independent members of the FAC bring insights to opportunities for wealth creation and retention that may be available to the community and community members. We thank all of the FAC Members, past and present, for their invaluable service.

MEMBERSHIP

Manager/Team Leader: Ethel Kruger (Indian Registry Administrator)

Indian Registry Report:

April 1, 2020 – march 31, 2021

Total registered members at march 31, 2021: 1084

Male……537

Female…… 547

On reserve…… 575

Other reserve…… 64

Off reserve…… 445

Births …… 7

Deaths…… 1

Marriages…… 0

Transfers…… 0

Additions - First Generation…… 8

Certificate of Indian Status issued April 1st, 2020 - March 31st, 2021: 60

birth registrations

Parents should register their children as soon as possible. In order to register your child you must order your child's long form birth certificate. I need to send the original birth certificate to register your child. I will send it with the registration and ISC returns it to you in 3-4 weeks. It takes at least 6 months or longer because of COVID-19 (remote working) for the registration to go through. If you do not register your child you will be having problems with your health providers. People are being asked to pay for services i.e: prescriptions, doctors visits. So to be safe register your child. Also, when ordering your birth certificate please tell them you want the one with the mother and father's name on it because sometimes they send the one with only the child's name. ISC no longer accepts commemorative birth certificates as proof of birth documents for registration purposes. Original Birth Certificates, declarations or particulars and live birth registrations issued by Vital Statistics are the only acceptable documents. Other events, such as marriages, divorces, amendments, transfers and death also take the same amount of time approximately six months or longer because of COVID-19 (remote working) to be registered.

HUMAN RESOURCES

Manager/Team Leader: Rory Gabriel (Senior Manager)

budget: $306,305.10

OVERVIEW OF 2020/2021

The Human Resources department deals with recruitment, onboarding, offboarding, wage placement, termination, progressive discipline, mediation, grievances, training and development, gives clear direction on PIB policy and ensures compliance with provincial and federal legislation.

HIGHLIGHTS

Human Resources has developed enhanced communication with Team leaders (HR/ Department monthly meetings). Have worked with Payroll and policy review and collaborative discussion and ensuring compliance with Canadian Labour Code with Finance Team. Ensuring compliance with Financial Management Boards standards (FMB).

CHALLENGES

The Covid-19 Pandemic has had an effect on standard practice with covid safety protocols with social distancing and lack of in person meetings. The Office closures and temporary changes to duties to streamline community support have been slow and with a learning curve. All Communication has been primarily through zoom or email which isn't always the clearest.

EDUCATION - OSCS (OUTMA SQILX'W CULTURAL SCHOOL)

Manager/Team Leader: Toni Gallicano-George

OVERVIEW OF 2020/2021

- Outma Sqilx'w Cultural school provides a strong, culturally centred education program from Jr. Kindergarten to Grade 9.The revitalization of Syilx language and culture is paramount with OSCS working to expand the language immersion program to 2 hours per day, in some cases more when we conduct land based learning, in every grade with the goal of eventually teaching the entire curriculum both Okanagan culture aspects and BC Ministry of Education curriculum in the language
- The 2021-2022 budget was approved with revenue being $2,584,677 with funding sources being Indigenous Services Canada (ISC), First Nation Education Steering Committee (FNESC), and BC Ministry of Education for students identified on the reciprocal agreement. Reciprocal Tuition is funding for students living off-reserve who attend OSCS. ISC funding includes tuition from nominal roll, Operations and maintenance, and school transportation.
- OSCS received additional funding for the following:
  - $72,292.50 for the FNESC Cooperative Education Program
  - $50,000 - First Peoples Cultural Council for Jr Kindergarten Language Nest
  - $5,000 from Presidents Choice Children's Charity-Healthy Lunch Program
  - $316,360 FNESC Special Education Program
  - $195,345 from FNESC for Language and Culture
  - $3,000 from FNESC Circle of Wellbeing
  - $2,000 from FPCC Indigenous Art Microgrant
  - $5,000 from FNESC for Career Promotions Program
  - $100,00 BCLI from FPCC Language and Culture curriculum development
  - $25,000 from FNESC for Summer Learning Program
  - $52,345.05 from FPCC for the Digitization of all language and Culture video, audio and texts
  - $8,000 from New Relationship Trust for Literacy materials
  - $408,485 from Ministry of Education for Reciprocal Tuition Agreement
  - $23,746 from FNESC for School Growth Plan Implementation
  - $43,519 from FNESC for COVID-19 Re-opening Grant
- 2020-2021 OSCS Goals:
  - Improve access to instructional resources-syilx and other.
  - Continue to develop capacity and expertise through the development of language curriculum, including scope and sequence.
  - Encourage and promote the value of community member children staying in our community-based school

2020-2021

EDUCATION - OSCS (OUTMA SQILX'W CULTURAL SCHOOL)

OVERVIEW OF 2020-2021

- Improve counseling services, Special Education services and supports for students attending band schools.
- Build staff capacity by increasing opportunities for staff professional development.

HIGHLIGHTS & ACHIEVEMENTS

- The school offered remote learning from March to June 2020 and did in-class and home schooling (for parents who chose to keep children home) from September to June 2021.
- Developed and implemented monthly newsletter to inform parents and community about upcoming events.
- Engaged students 2x per week via zoom sessions for each class from March toJune 2020.
- Created COVID-19 safety protocols and adhered to them successfully.
- Created and maintained a school Facebook page and an email chain to improve home-school communication with consistent and constant updates.
- Hired Special Education Teacher, Brent Szucs, who supports Individual Education Plans and reviews with 36 students receiving support from the Special Ed Department staff and Educational assistants.
- Donna Goodwater, school counsellor, returned to the school in January 2021 to provide support for individual students.
- Submitted BC Language Initiative and Digitization Final Reports to First Peoples Cultural Council. Full Okanagan curriculum was developed for JK to Grade 4. Grade 5+ curriculum is continuing to be developed.
- Continued implementing Language Nest to initiate language immersion in the afternoon component of the Jr Kindergarten program.Contracted local specialists to provide expertise to the Grade 6 to 9 students. All students had an opportunity to experiment with fundamental skills in their chosen field.
- Hired a Grade 1 teacher, Grade 6/7 teacher, and a Grade 8/9 teacher for the 2020/2021 school year.
- The OSCS Winter Solstice celebration was recorded and shared virtually with student showcasing their knowledge of cultural stories and songs.
- Meridian Speech Pathologist provided speech therapy to 9+ students with language, spatial awareness, sentence structure, articulation and sounds. This continued during physical shutdowns. Meridian Occupational Therapists provided services for 5 students throughout the school year.
- OSCS students participated in cultural outings within their cohorts for Indian Tea gathering, Sage gathering, Buttercup ceremony, and spitlem digging

EDUCATION - OSCS (OUTMA SQILX'W CULTURAL SCHOOL)

- School Wide Dibels (reading and comprehension) results indicate that 44% of students are at or above benchmarks, 25% are below benchmarks and 31% are well below.
- OSCS Professional Development include the following: Behaviour Intervention Methodology, bi-weekly Okanagan curriculum planning, Standards Based Reporting, Okanagan curriculum review, COVID-19 related protocols, FNSA AGM, FNSA AGM, All FNESXC/FNSA workshops were offered by Zoom remotely.
- OSCS offers breakfast and lunch program to all students. 75% of students utilize the program.
- School wide virtual Parent/teacher meetings were schedule 3 times in school year.
- OSCS completed the assessment and certification process through FNESC and is certified for another 5 years. School goals identified are OSCS Policies and Procedures and Library upgrades. Both goals are in progress.
- Unfortunately, many activities were cancelled. However, cohorts were able to participate in Spirit North cross country skiing, skateboarding, and bike riding. OSCS also carried out traditional games amongst cohorts.

CHALLENGES

OSCS Expansion Feasibility Study Update:

- Iredale Architectural Firm is conducting the OSCS Expansion Feasibility Study. ISC has approved 380m square expansion. The feasibility draft report is almost complete and will be sent to ISC for review before the end of September 2020. The following items have been completed by Iredale to satisfy the Feasibility study criteria: updated Architectural drawings and renderings of the addition, completed geotech report, completed civil and septic report, identified the agreed enrolment numbers and size of addition with ISC.
- James Pepper and PIB Natural Resources have completed the Environmental component and Archeological/cultural survey component required for the OSCS Expansion feasibility study.
- The OSCS Expansion feasibility was approved in March 2020; however, the project was put on hold due COVID 19. PIB Education will rekindle the advancement of the expansion project in 2021-2022.
- OSCS will implement the JK to Grade 4 Okanagan Language Curriculum in 2021-2022 school year. Grade 5+ will continue to be planned and implemented.

EDUCATION - OSCS (OUTMA SQILX'W CULTURAL SCHOOL)

- Cross-cutting Comprehensive Community Plan Achievements:
  - Continue to implement cultural, health, wellness and general interests in school programs at OSCS including participating in monthly ICM meetings.
  - Expand band school services to include middle and secondary programs.
  - Increase opportunities for cultural programs and events.

PLANS FOR 2021-2022

Action items for OSCS staff and administration in 2020-2021:

- Continue to apply for grants to increase cultural curriculum and staff professional development.
- Review, revise and develop school policies to improve service delivery.
- Lobby Indigenous Services Canada to move to next phase of OSCS Expansion Project.
- Lobby for increased funding for all educators and students to receive Okanagan language training.

EDUCATION - PUBLIC/PRIVATE SCHOOLS

Manager/Team Leader: Kathy Pierre (Education Director)

OVERVIEW OF 2020/2021

PIB students in grade k-12 have an option to attend a local public school, independent school or Band school.

- 80 PIB students attend the following public schools in 2019-2020: KVR, West Bench, , Parkway Princess Margaret Secondary, Penticton Secondary, Skaha Lake Middle School and Queens Park.
- 11 PIB Students attend Holy Cross and 1 student attends Ascend Online Catholic School.

HIGHLIGHTS

- The 2020-2021 budget was approved for $1,000,608 for public schools and $177,191 for Private Schools and $80,000 for k-12 school supplies and fees.
- Additional funds from First Nation Education Steering Committee
- Received $20,371 to hire 3 students for summer work placements-Public works maintenance
- Received $145,858 for COVID funds used to purchase computers, tutorial support, safety supplies.

OBJECTIVES

2020-2021 Public and Private School Strategic Objective:

- Work collaboratively with SD67 Aboriginal Principal to increase the number of ways to access culture, language and syilx protocols to increase snpinktn identity, flag and signage.
- Support SD 67 in implementing COVID Safety Protocols to support school and bus transportation safety
- Develop strategies to increase parental engagement in their children's education

EDUCATION - PUBLIC/PRIVATE SCHOOLS

HIGHLIGHTS AND ACHIEVEMENTS

- Worked with SD67 to implement a PIB Bus Program to transport students residing on reserve to and from school.
- Invited SD67 and broader Penticton community agencies to participate in monthly PIB Integrated Case Management meeting with PIB Education, Health and Social Development.
- Attended three Zoom meetings with SD 67's Indigenous Education Committee to review strategies, budgets, and plans for the 2020-2021 school year.
- Participated in 6 indigenous Ways of Knowing from the Syilx perspective Workshops hosted by SD67.

  2020-2021 PIB Secondary School Graduates:

  - Princess Margaret Secondary SchoolDiamond Lorenzetto, Meadow Arcand-Squakin, Jenessa Kruger, Melody Kruger, Jacob George,
  - Penticton Secondary SchoolDante Bigeagle, Kenton Gabriel, Julianna George, Rickson Kruger, Tyrell Kruger, Kimberley Pierre, Keyaira Wilson, Tristan Kampe,
  - Harry Ainlay High School, Edmonton, AlbertaTiarayne Paul,
- PIB Education Centre: Brandi Manuel, Isaac Jack, Elijah Lezard, Trey Terbasket
- Due to COVID 19 local high schools created videos to celebrate and honor the 2020/21 Grads. In addition, PIB Education creates a remote graduation Drive In style event at OSCS. Students and community representatives gave heartfelt advice to youth and the community regarding their journey to success.
- Rose Caldwell taught several nsyilxcen classes across the District offering an opportunity for all students to learn nsyilxcen.
- Anona Kampe continues to find cultural resources to provide ongoing support to SD67 teachers and students to increase their knowledge about the local FN history, language and cultural protocols.\



EDUCATION - PUBLIC/PRIVATE SCHOOLS

- Received additional COVID Funds to support a math tutorial program at the secondary level.
- Received COVID Emergency Funds to purchase and distribute 50 computers to support PIB student remote learning efforts.
- Worked with Tracey Bonneau from the En'owkin Centre to organize an informational session for SD67 secondary students to learn about programs offered at the En'owkin Centre.

KEY CONSIDERATIONS

- Due to COVID 19, the renegotiated Local Education Agreement was completed and signed of in Fall 2020.
- Implemented monthly tuition payment schedule with SD67 to improve the management of funding over the school year to support the PIB fiscal cycle.
- Invited SD67 School Board to meet with PIB C&C to provide an annual "How are we doing report".
- Invited SD67 Indigenous Education Principal to meet with PIB C& C to establish and improve networking and collaboration between school and PIB community/ leadership
- Included SD67 and broader Penticton Community agencies in PIB Integrated Case Management Meetings to improve community networking.

RECOMMENDATIONS AND ACTION ITEMS

- Review existing Local Education Agreements with SD67 and Holy Cross School.
- Initiate quarterly meetings with SD67 Principal of Indigenous Education and Holy Cross Principal to network and develop strategies to increase student success.
- Invite Holy Cross School Principal to meet with PIB C&C to provide an annual "How are we doing report"
- Continue to Participate in SD67 Indigenous Ways of Knowing Workshops to increase teachers' knowledge of syilx perspectives and history.

EDUCATION - POST SECONDARY EDUCATION

Manager/Team Leader: Kendra Eneas (Education Assistant)

OVERVIEW OF 2020/2021

- PIB Post-Secondary Education is an integral part of the PIB Strategic Plan to promote the acquisition of knowledge, skills and attitudes required to promote and contribute to a healthy society and a prosperous and sustainable way of life.
- PIB Post-Secondary Education provides career counseling and advice to assist students in planning their post-secondary journey.
- The 2020-2021 budget was approved with $403,668 coming from the Initial Budget from Indigenous Service Canada (ISC), $66,777 coming from the Enhanced Budget, $30,412 coming from the General Pool and $71,306 coming from the Covid Emergency Funds

HIGHLIGHTS

This year PIB Education was able to bring Dr. James Makokis and Anthony Johnson on October 15th, 2020. Due to Covid-19 restrictions this event was only for band school students. A total of around 30 students from the Education Centre and OSCS attended. James and Anthony bring awareness through their advocacy for Two-Spirit, LGBTQ2 and First Nation issues. They also became the first two-spirit, indigenous couple to win The Amazing Race Canada.

8 sponsored PSE students graduated from post-secondary education programs:

- Sarah Aubin – Practical Nursing Diploma
- Shawna Gabriel – Early Childhood Educator Diploma
- Jesse Lecoy – Bachelor of Arts, Major in Sociology
- Melanie Martens – Bachelor of Science, Major in Biology and Psychology
- Sabrina Eneas – Business Administration Diploma
- Kodi Gabriel – Aboriginal Early Childhood Education Certificate
- Vanessa Kruger – Aboriginal Early Childhood Education Certificate
- Suzette Cohen – Nsyilxcn Fluency Diploma

EDUCATION - POST SECONDARY EDUCATION

Attended 1 Post-Secondary Education Workshop via Zoom to learn about ISC policy changes.

2020 Scholarship Recipients for Okanagan Wind were each awarded $625.

- Sabrina Eneas
- Alyx Lezard
- Jojo Kruger
- Karolyn Bonneau
- 2020-2021 Sponsorship
- 23 students received full sponsorship
- 8 students received partial sponsorship

CHALLENGES

- Covid-19 has impacted post-secondary students greatly in the 2020-2021 year.
- Classes were changed to an online style of learning which has been very difficult for many of the PSE students.
- Limited assistance from college/universities due to students not being able to be on campus has been a struggle for many who rely on their services throughout the year.

PLANS FOR 2021-2022

- Provide a variety of school and program options for post-secondary students.
- Provide current information to post-secondary students to support career exploration and education options.
- Increase skill development, job readiness skills and employability.
- Meet with Education Committee to finalize the Post-Secondary Education Policy changes.
- This year we are planning on continuing our Journey to Success Career Fair, which will take place in the Fall.
- We will once again be issuing scholarships for post-secondary students.
- Continue to revise PIB Post-Secondary Education Policy and student application process to reflect recent changes implemented by ISC in 2021. As well as get the PIB PSE policy approved.

EDUCATION - PIB EDUCATION CENTRE

Manager/Team Leader: Rhea Dupuis & Kathy Pierre

OVERVIEW OF 2020/2021

- PIB Education Centre had a productive year. We continue to work collaboratively and collectively with Okanagan College, OTDC, First Nation School Association (FNSA) and First Nation Education Steering Committee (FNESC) and outside agencies to increase employability and offer on-reserve training opportunities to membership.
- The 2020-2021 budget was approved for $552,432 with an additional grant of $397,990 from FNESC/FNSA

2020-2021 Goals:

- Increase the health of snpinktn through the development of diverse programs that are balanced, barrier free and inclusive to all.
- Increase our knowledge and cultural foundations to support culture and language revitalization.

2020-2021 Education Centre Strategic Objectives:

- Offer educational opportunities for culture. Health, wellness and general interest.
- Increase membership employability via providing access to training programs
- Increase student enrolment by offering adult dogwood and upgrading courses in conjunction with other college level training programs.
- Increase student exposure and opportunities to learn cultural protocols, stories and practices.
- Continue to develop a Secondary Program for students
- Improve counseling services and supports for students attending band schools.
- Build staff capacity by increasing opportunities for staff professional development.
- Develop a 5 year school growth based on the First Nation School Assessment Process

HIGHLIGHTS & ACHIEVEMENTS:

- 4 Graduates from PIB ED Centre June 2021- Isaac Jack, Trey Terbasket, Elijah Lezard, Brandi Manual
- Student Enrolment rate up30 Students Gr 10-12. Blended learning programs online/in person offered during Covid-19 pandemic.

EDUCATION - PIB EDUCATION CENTRE

- Successful Completion of School Assessment
- Band School Certification and Accreditation
- Received $79,194 from First Nation Education Steering Committee (FNESC) to develop and increase Language and Cultural Programming. The funds were used for:
- Initiated an online Language and Culture Program for students at PIB ED CENTRE and for Employees of Penticton Indian Band, and community members with Teacher-Cree Weshula,
- Cultural Supplies, class field trips, and on the land-based learning programs, and projects
- Staff professional development
- Received $76,200 in Special Education Funding from FNESC to support ongoing school counselor and access to support services, and Health and Wellness/Outdoor Education Program
- Received FNESC Bus Grant of $118,000 to purchase a new 72 passenger school bus.
- Received $20,371 grant for Summer Work Experience Program that employed 3 youth in PIB Public Works.
- Received $42,731 grant for Mentorship Work Placement Program that continued training for Youth Mentors for PIB Public Works.
- Staff professional development, 4 staff members learned the google classrooms platform and zoom to engage and provide a remote learning option to students due to COVID 19. The teachers learned new modes of instruction and students learned how to access technology to learn remotely from their homes.
- Connected Classroom, our virtual classroom platform with First Nation Schools, allowed us to expand our high school programs to include English First People 11/12, Math 10 and 11, Social Studies 10/11, BC First Nations 12, Science 10
- New education courses at PIB Education Centre included Art Studio10-12, Career Life Ed, Nutrition 10-12, Nsyilxcen 10-12, Active Living 10-12, Outdoor Education 10-12, and Anatomy and Physiology 12, and Life Science courses
-
- Students received opportunities to complete training and receive certificates in Wilderness First AID, Level C CPR, Food Safe, Driver's License

EDUCATION - PIB EDUCATION CENTRE

KEY CONSIDERATIONS

- COVID 19 restrictions limited our capacity to host events in person and certain training onsite due to needing to follow health and safety protocols etc.
- Continue to implement Professional Development for teachers to learn connected classrooms, google classrooms, and language and culture programming.
- Continue to expand education programs and courses provided at PIB Education.
- Continue to network with local Post Secondary Education Institutes to expand short training programs

RECOMMENDATIONS

Action items for PIB Education staff in 2020-2021:

- Continue to apply for grants to increase adult training programs to improve membership employability and job readiness skills.
- Seek qualified instructors to deliver secondary level courses and Language/ Culture courses.
- Continue to offer Connected Classrooms with First Nations School Association to ensure upper level science and math courses for graduation.
- Continue to develop staff Professional development workshops to increase Syilx cultural knowledge and the use of nsyilxcen in the workplace



LITTLE PAWS DAYCARE

Manager/Team Leader: Elizabeth Bent (Program Manager)

Budget: $345,870

OVERVIEW OF 2020/2021

Little Paws is a provincially licensed Daycare operating under the Community Care and Assisted Living Act. Currently Little Paws is licensed to provide care for 26 children: Multi-Age – 16 spaces, ages 0-5 years old, and School-Age – 10 spaces, ages 5-12 years old (due to space limitations School-Age is for ages 5-7 years old). The centre actively offers a balance of activities to help children develop socially, emotionally, physically and cognitive in a safe and nurturing environment and prioritizes care based on the following:

- PIB Status Child/Little Paws Staff
- PIB Non-Status Child with PIB Status Parent/s
- PIB Employee Child
- PIB Community Members living on-reserve
- PIB Community Members living off-reserve
- Okanagan Nation Members
- General Public

The 2020-2021 budget was approved for $345,870 with funding coming from Parent User Fees, Affordable Childcare Benefit (ACCB), BC Child Care Operating Fund (BCCCOF), BC Child Care Fee Reduction Initiative (BCCCFRI), BC Aboriginal Childcare Society (BCACCS), First Nations Health Authority (FNHA), Okanagan Training and Development Council (OTDC), PIB Own Source Revenue (OSR) and PIB Taxation

CHALLENGES:

This fiscal year has been very volatile with increased demands of the COVID-19 pandemic, resulting in unpredictable closures, staff turnover and burnout, all which has affected the operations of the centre and the many families that rely on Little Paws for childcare. Little Paws was closed from April 1, 2020, to September 28, 2020 and during this time, staff were reassigned a variety of duties, including program planning, COVID-19 Policy, and were periodically reassigned to support other departments including filing, and healthy harvest box preparation and distribution, unfortunately, for a while the daycare was left no choice but to close.

- On September 28, 2020, Little Paws re-opened with one Multi-Age Program (a Multi-Age Program is limited to 8 spaces with only 3 of those spaces for children 0 to 36 months. The remaining 5 spaces are for children 3 to 5 years old. A Multi-Age Program has a ratio requirement of 1 ECE/8 children).

LITTLE PAWS DAYCARE

- Little Paws was restructured in December 2020 which brought on the Child Care Programs Manager to oversee the organization and work towards pulling the centre out of a year-after-year deficit. however, as a result of the COVID-19 Pandemic in November 2020 a 2nd once again closed from February to May 2021 due to limited staff.
- Staff retention, recruitment, and morale has all been affected by the COVID-19 Pandemic so Little Paws adopted a new Early Childhood Educator (ECE) salary grid in early 2021, based off the BCACCS benchmarks set for childcare providers, in hopes of attracting more qualified ECE workers.
- Increased mid-day cleaning and ongoing sanitization/disinfecting practices due to COVID-19 childcare requirements put added stress on ECE staff – contracted janitorial services for nightly cleaning, hired term janitorial position, hired Responsible Adult to support ECE staff.
- COVID-19 has impacted the mental and physical health of staff resulting in medical leaves, absences, and staff turnover – COVID-19 Policy is strictly followed to ensure safety of children and staff, on-going recruitment efforts taking place to bring on more staff, providing a supportive and safe work environment for staff to ensure breaks are taken and staff feel supported by management.
- Not enough Infant & Toddler ECEs limits ability to open Infant & Toddler Program which is where the highest demand for childcare is – building capacity internally and looking at different strategies of professional development for ECE staff.
- Limited Language teachers/speakers to bring more language into the centre – applied for funding for Language Teacher through BCACCS.
- Unable to bring in Elder's into the centre due to COVID-19 safety measures to protect the most vulnerable – applied for funding for Elder Knowledge Keeper through BCACCS.

GOALS 2020-2021

- Provide quality, reliable, and accessible childcare for the PIB community.
- Apply for additional funding sources to support operations of Little Paws.
- Incorporate language and culture within childcare programs.

OBJECTIVES

- To provide safe and meaningful care for children 0-6 years of age in the PIB Community.
- Help children develop the skills and developmental milestones necessary to transition into school

LITTLE PAWS DAYCARE

- To increase syilx language learning in the early years with the hope of establishing a language nest.
- Market to increase daycare registration to operate at capacity.
- Promote early childhood education as a career option for PIB membership to increase community employability

HIGHLIGHTS

- $3 million-dollar New Spaces Fund through BC Ministry of Children and Family Development (MCFD) to build a new daycare.
- $132,662 BCACCS Early Learning and Child Care (ELCC) Service & Enhancement funding to support salaries, language and culture teacher, resources, professional development, transportation, and food – rolled over to 2021/2022 fiscal due to late approval from funder.
- $9,894.69 Provincial Pandemic Pay for staff
- $11,955.85 Province of BC Child Care Operating Fund Temporary Emergency Funding
- $14,089.85 ECE Wage Enhancement & $10,000 COVID-19 funding from BCACCS
- $8,450 Health & Safety Grant from the Province to support increased costs due to COVID-19.
- 1 Employee completed their ECE Certificate and Diploma and has received their ECE Infant & Toddler license
- 1 ECE practicum student completed and is waiting for their ECE license

PLANS FOR 2021-2022

- Continue to market Little Paws to attract new ECE staff and child registrations to improve the bottom line and work to continuously operate at capacity in all programs.
- Bring in Elder's, Knowledge Keepers, and Language Teachers that can share their gifts to increase children's exposure to syilx language, culture and protocols and the daycare connection to the PIB Community
- Incorporate on-the-land learning within daycare programming.
- Seek to promote Early Childhood Education as a career possibility to PIB Membership to build staff capacity for the infant toddler program.
- Identify strategies and develop a business to improve financial stability.
- Develop a plan for establishing a language nest to increase language revitalization in the family/community.
- Continue to support ECE practicum students pursuing ECE certification in hopes to recruit them.

HEALTH DEPARTMENT

Manager/Team Leader: Evening Star Casimir (Interim Health Manager)

OVERVIEW OF 2020/2021

PIB Health Department continued to provide flexible supports and services to community while adhering to the ever-changing COVID guidelines, restrictions, and mandates.

These COVID guidelines include those from Community Leadership, Nation, Regional, Provincial, Federal, and specific regulatory bodies.

In addition, PIB Health Department staff were required to be flexible and available while fulfilling their individual work responsibilities.

Finally, PIB Health Department staff continued to rapidly respond and adjust to the evolving nature of COVID and met the needs of a community that experienced loss and other various challenges such as NOT being able to gather as a community.

Clinic

- to ensure continuity of primary care for community
- maintain and enhance infection control measures at the Snxastwilxtn Centre as pandemic evolved
- staff support for essential programs and services to ensure continuity of care
- Mental Health and Wellness
- implement innovative tools and resources to maintain connections with targeted population
- enhanced measures to support target population "where they are at" as the pandemic created a greater degree of fluctuating risk and need
- staff support for essential programs and services to ensure continuity of care

Nursing

- actively provide testing, contact tracing, and case management
- maintain essential nursing services, infant development, and food programs
- provide community resources for COVID-19 prevention

HEALTH DEPARTMENT

Management

- update the "Pandemic Plan" now known as the Communicable Disease Pandemic Plan
- to review and support COVID safety plans for various PIB departments
- on-going completion of workplans and reports
- to ensure leadership and community were provided, and had access to, current credible COVID resources, knowledge and supports to make decisions for the overall wellbeing and safety for the community

Elders

- staff support for essential programs and services to ensure continuity of care
- continued supporting and checking in with the elders to address the emerging needs of the impacts of COVID pandemic

HIGHLIGHTS

PIB Health was able to maintain programming, within a global pandemic, by being innovative to meet the evolving needs of the community (i.e., drive-thru services, one-on-one/group zoom/teleconference meetings and home deliveries).

PIB Health staff worked consistently to strengthen external relationships with stakeholders such as: Okanagan Nation Alliance, Interior Health specific departments, First Nations Health Authority specific departments and other resources within the local and regional area to maximize resources needed for the community.

2020-2021 PIB Health Department staff.

Approximately 20 full time staff and 5 on-going casual helpers need to be acknowledged and thanked for their dedication and commitment during the COVID-19 Global Pandemic

- Approved designated Testing Site for COVID
- 67 Households participated in the Community Spring Clean-Up
- 60 per Mother/Father Day Family Kits were distributed
- 80 July/August Summer Family Kits were distributed per month
- Purple Shirt Day, over 400 shirts distributed
- Orange Shirt Day, over 400 shirts distributed
- initial COVID Case Management
- 300 Health Family Kits distributed
- 125 individuals received the Flu Vaccine

HEALTH DEPARTMENT

- 200 Healthy Halloween Family Kits distributed
- 325 participants to the Annual Honouring Our Children (drive-thru)
- Large pop-up, drive-thru tent was put in place for COVID testing
- Christmas Harvest Box
- 85 Elder Christmas distribution cheques
- 90 (Approximately) Gingerbread Infant Development activity kits distributed
- Increase numbers for virtual counselling
- Increased COVID case management
- 25 Hygiene kits distributed
- 30 Sexual Health kits distributed
- Renovations, outdoor hand railings were put in at the Snxastwilxtn Centre
- Increase numbers for virtual counselling
- 80 (approximately) valentine Infant Development activity kits distributed
- Increased COVID case management
- First COVID-19 Vaccination Clinic
- Negotiated for a Nurse Practitioner full time on contract for 3years (Approved)
- Averaging 30 monthly Harm Reduction kits given out
- 141 immunizations, total
- On-going S&S, 150 - 250 meals depending on the impacts to community from COVID, and were consistent of hosting at least once per week to a max of 3 times per week

COVID-19

- Approximately 2813 calls/texts messages received
- Approximately 502 tests completed
- Total Positive cases, 31

CHALLENGES

- Providing credible information and resources to community, leadership, and organization for the COVID-19 Global Pandemic --- keep in mind that this information changed minute by minute, and globally this health crisis had never been experienced in this generation.
- Access to PPE (masks, gowns, gloves, hand sanitizers, face shields) when there was a global shortage
- Adapting essential services to COVID restrictions such as food services, mental health services

HEALTH DEPARTMENT

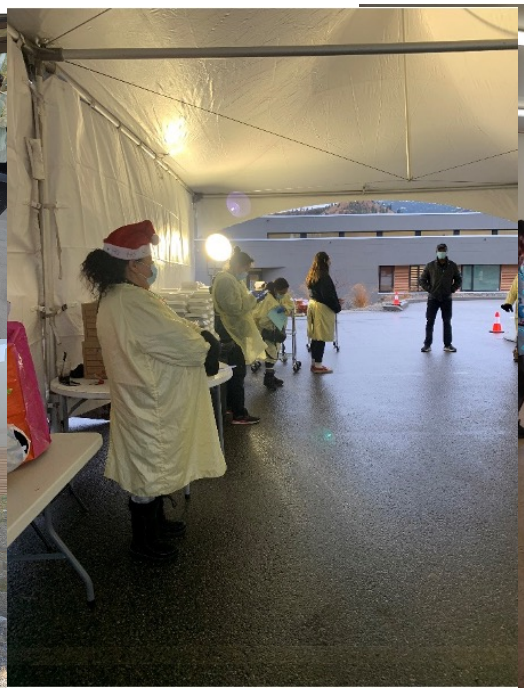
- COVID Guidelines and Restrictions that prevented regular program and services from continuing.
- Essential resources such as treatment centres and schools were required to be closed.
- Identifying essential staff and then assessing the needs of those staff who were required to work from home (i.e., virtual technology/teleconferencing)
- Addressed latent systemic racism and stigma for community members to have the right to receive fair medical testing and treatment
- Supporting individuals with specific needs to navigate through the pandemic (i.e., client transportation, appointments, technology)
- Cultural, language and Back to the Land programming was stopped due to the pandemic
- Staff adjustment to working from home, accountability to self and employer
- Staff cohesion and connection, staff inability to physically support the community

PLANS FOR 2021-2022

- To provide safe and meaningful care for children 0-6 years of age in the PIB Community.
- Help children develop the skills and developmental milestones necessary to transition into school.
- To increase syilx language learning in the early years with the hope of establishing a language nest.
- Market to increase daycare registration to operate at capacity.
- Promote early childhood education as a career option for PIB membership to increase community employability.









SOCIAL DEVELOPMENT

Manager/Team Leader: Cricket Testawich (SD Manager)

OBJECTIVES 2020-2021

Currently Social Development Program two (2) streams of service:

- The Social Assistance Program and
- Child, Family and Youth Services.

The Social Development team for 2020/2021 was composed of a manager, two Band Social Development Workers overseeing Social Assistance, and a contract Family Preservation Worker/Crisis Prevention and Intervention worker. The SD Team strives to deliver a holistic and collaborative service that adheres to spiritual and cultural values. Emphasis is placed on an integrated strength-based approach to assist families and individuals heal and move towards independence. We value receiving direction and advice from the elders/knowledge keepers to assist families, children, and youth who the SD Team is involved with

HIGHLIGHTS FOR SOCIAL ASSISTANCE

Strength based programming was offered to enhance the education and employability of community members and we focused on mental wellbeing and personal growth. Continuing objectives of this program are:
To ensure basic needs of food and shelter are given to all community members in need.
To assist low-income family providing them with Special Needs; Pre/Post-natal allowance, special dietary allowance; moving costs; special transportation; school start-up; etc. Healthy Harvest boxes; S & S Cafe.
Assisting individuals with training and skills programs to promote independence and reduce dependency on Social Assistance.

Social Assistance also assists individuals who are challenged with barriers that prevent them from obtaining employment such as PPMB individuals (Person with Persistent Multiple Barriers) and PWD (Person with Disabilities).

HIGHLIGHTS FOR CHILD, FAMILY & YOUTH SERVICES

This year more than 40 families were supported through various crisis response, Ministry of Children and Family Development support and opportunities for families to learn and grow in holistic support programs. Some areas of community support included:

SOCIAL DEVELOPMENT

- Hot lunch program at Little Paws and OSCS.
- Funds to support hunting/fishing camps, which provide food and mentoring future hunters.

Special events during the year, including Family Day Celebrations;

- Easter; Christmas; Halloween.
- Sisters in Spirt Awareness Campaign.
- Orange Shirt Day Community Event.
- The second annual Trunk or Treat
- Virtual Drum Night and COVID Safe Community Drum Events.
- Ribbon Skirt Making.
- Virtual Circle of Security and Parenting Programs.
- Food distribution both through large community initiatives as well as individual family supports.
- Back to School Supplies and distribution of school snacks.
- Staff online training and programming to enhance services

CHALLENGES

COVID was a large challenge and presented a lack of physical office space and the reduction in staff. COVID protocols related to funeral processes and isolation requirements forced the SD Staff to think of new ways to provide their services to the Membership. Ultimately this challenged departmental communication and collaboration with work from home environments.

PLANS FOR 2020/2021

- Acquire appropriate office space to accommodate an expanding social development team
- Continue to recruit staff for the social development department, filling the vacant organizational chart positionsWork with Ministry of Child and Family Development (MCFD) to create a memorandum of understanding and finalize terms of reference
- Create opportunities for children and youth, families, and vulnerable community to have safe inclusive interactions that promote family wellbeing and decrease family violence
- Continue working with vulnerable community to meet their financial needs and support their individual growth towards employment and/or applications for disability
- Support and Develop healthy working relationship with internal departments and outside agencies

FOOTPRINTS CENTRE

Manager/Team Leader: Terry Terbasket & Mindy Rollins

OVERVIEW OF 2020/2021

In a partnership between PIB and the Neil Squire Society; the centre provides services to people with disabilities, with a focus on employment, bridging the gap in services, promoting health and social inclusion.

ACHIEVEMENTS

- Health Check personal calls totaled 398 and average 33 per month; 80%of the calls were directed to PIB members, with the balance being other band members/community members.

- Under Neil Squire Society we secured funds to promote the Makers Making Change program from a grant with the South Okanagan Community Foundation. Program funds were carried over to the general budget (2021) as in person meeting regulations during the pandemic prevented this event-based program from happening.

- Funding for two part time positions is maintained within the Neil Squire contract for Footprints along with 20,000.00 per year. From the contract above we have an additional 10,500.00 from Neil Squire for 2021/22.

- Neil Squire has provided all staff and program PPE during the pandemic. The Working Together program was extended by the Federal government to March 31. 2022. We are working on an extension of the MOU with Neil Squire.

- We have created a safety plan for the building updating as needed. We created work from home ergonomic safety plans for staff. Staff attended janitorial training sponsored by PIB to meet needs of pandemic cleaning routines.

- Staff participated in PIB Emergency Operations Meetings weekly. Staff attend quarterly meetings with Work BC in Penticton, Vernon and attend monthly National Job Developer meetings learning about programs available and meet monthly with BC job developers to learn best practices and coordinate services.

FOOTPRINTS CENTRE

- Promote Awareness; Staff attended OK College virtual career fair. We held a virtual art contest for International Day for Persons with Disabilities. We worked with Chief and Council to proclaim November as Indigenous Disability Awareness month.

- Staff maintained professional designations as Certified Career Development Practitioners, by submitting a minimum 25 hours of professional development. Staff attended many free webinars for professional development. Neil Squire paid for staff to attend an Okanagan Labour Market mini conference.

- During this reporting period we secured work with the following employers: X'Lance Bookkeeping Ltd, Penticton and Area Community Enterprises, LaCasa Ouzeria, Unique Together Society, Grape Escapes, Northern BC Tourism ASSN, Alkaloid Networks Inc, Intrigue deliveries, Cariboo Chilchotin Tourism Assn., CRIS, Orchard Vale Naturals Inc, Kootenay Adaptive Sports.

- In compliance with both Band and Neil Squire Pandemic Policy the office was shut down for access late March 2020. All services are provided remotely and virtually since this time.

CROSS CUTTING CCP ACHIEVEMENTS

- Establish a safe and empowering learning environment for all; Footprints is a central part of inclusion for members who have disabilities and their families.

- Increase number of learning opportunities; Footprints provided access to online learning.

- Increase opportunities and learning strategies to accommodate different learning styles; we have many methods of teaching and accommodation equipment to encourage many learning styles. We have access equipment for many types of disabilities.

- Footprints programs increase awareness and knowledge of community health issues, facilities, resources and solutions available.

- Decrease addiction related issues such as drug, alcohol, and gambling abuse by providing inclusive programs for those in recovery.

FOOTPRINTS CENTRE

- Establish meaningful programs and services that assists members on their journey of healing is done via all programs we provide.

- We are able to make independent decisions by creating opportunity for increasing skills and participation of all members who participate in programs.

- Developing Sn'pinktn identity; by providing programs offering full inclusion people with disability may increase identity as part of the community. We partner with Band department initiatives and cultural training.

- Staff hosted a food distribution day with the garden.

DEPARTMENTAL STATISTICS

Following Band Health and PHO orders the office was physically closed for in person meetings.

Historic; average 72% success rate in participants achieving goals and 75% maintain employment after using a wage subsidy program.

Working Together statistics; April 2020 - March 2021 numbers served 21 or 88% of average, Number of wage subsidies 14 and 8 of these are still employed in same or different job. Budget provided for wage subsidy to April 2020 - December 2021 was 87,000.00 an increase of 8,000 over last year. Wage subsidy budget to date this year is 59,000.00 or 89% of total budget is committed and set to be spent by December 2021.

Distance learning tutoring: 31 is the number of clients served since 2012. (Provided via Burnaby office). During the report period 5 clients were in Distance Computer Comfort and 3 clients in Digital Jumpstart, all received assistive technology assessments and one received a laptop under Digital Jumpstart. One client received large print keyboard stickers.

Three donated computers with monitors, keyboards and mice were issued via Footprint last fiscal.

WORKPLAN OBJECTIVES FOR 2020/2021

- Objectives which included in person or group meetings were deferred due to the pandemic. Where possible services were offered online and in a one to one format.

FOOTPRINTS CENTRE

- Create pandemic safety plan in accordance with PIB Health Department and PHO.
- Offer virtual employability programs and individual programs in computer literacy.
- To support isolated persons with disabilities with personal health check in calls.
- Meet contract objectives; we are offering employment services and wage subsidies for people with disabilities and employers throughout Okanagan. We need to meet extensive reporting needs for this contract.
- Objective to promote awareness of service.

Offer online computer comfort program and to provide referral and access to Assistive Technology Services program which is now a subcontracted service of Work BC and based out of Burnaby Neil Squire office.

As part of EOC staff were volunteered availability to assist during the pandemic with alternate duties. Terry was seconded to assist the health department by assisting with the community garden administration during from April to November 2020.

Follow Band Health Department and PHO directive for return to the office, submit and update safety plans as required. Maintain funding by meeting contract requirements. Meet above goals for services. Respond to any relevant grant and funding proposals. Assess and respond to pandemic impacts on services. Update the MOU for 2022. Assess staff resources/allocation to garden.



OTDC (OKANAGAN TRAINING DEVELOPMENT COUNCIL)

Manager/Team Leader: Cheryl Dekock (Employment Counsellor)

OVERVIEW OF 2020/2021

The Employment and Training Councillor is responsible for all aspects of career development services including determination, employment consultations, assessments, labour market research and active case management with the OTDC team of professionals.

Career Development Services provided:

- Conducts needs, determination through a variety of individual and/or group assessments of client employability, educational, personal management, and team skills
- Conducts active case conferencing with a team of professional and conduct referrals to appropriate agencies, services and resources.
- Conducts labour market research.
- Assists clients to develop self-directed action plans.
- Provides job maintenance coaching and tracks client progress on a regular basis using the ARM web-based data base system.
- Periodically conducts customized short tern career decision making job readiness workshops in the outreach employment service offices as assigned.
- Facilitates career, employability skills, and education assessments, scoring and interpretation of results in a positive manner for the individuals and groups of clients in a computer lab setting
- Provides Essential Skills in the Workplace assessment tools and applications.
- Implements the development of employment Resources Information, job boards and onsite job search in assigned outreach employment offices.
- Work with ARMS web-based to manage client files from intake to employment.
- Adheres to the Service Level Agreement on the protection of personal information and data storage/sharing.
- Maintains hard copy files and the equivalent electronic client program (ARMS); and also maintains training files, according to the standardized forms OTDC has established for the client documentation and file use.
- Ability to work well individually or as part of a dynamic team of professionals
- Proven ability to supervise and monitor participants' progress
- Strong written and verbal communication skills
- Excellent Networking skills
- Conflict resolution, time management skills, and demonstrate initiative
- Willing and able to travel as required
- Ability to work well with group

OTDC (OKANAGAN TRAINING DEVELOPMENT COUNCIL)

Employment and Training Goals:2021-2022

Support band members/clients to achieve basic skills for job readiness, provide a positive and safe environment for them to make inquiries and get assistance to meet their training goals.

Increase and encourage members or clients to explore post secondary education or get into Trades programs at accredited colleges.

Support clients to increase skill development, job readiness skills and employability.

Establish partnerships with businesses and colleges to support clients in pursuing training and mentorship opportunities.

CHALLENGES

Not being able to see and support clients in person and trying to do over the phone interviews or using messenger and Facebook

Working under the continued COVID -19 rules and restrictions

Making it hard to plan and adapt any online training not everyone has a computer

Keeping people in training courses because of addictions & mental health & disabilities

Tracking clients after they leave training and not knowing if they are working or not

PLANS FOR 2021-2022

As the Employment and Training counsellor I am always strive to look ahead and to embrace the challenges. I do my best to enhance any programs and Training opportunities or programs and provide the best service for my clientele.

I have been working more closely with my aboriginal Employers to build a strong working relationship and we keep each other informed of any clients that need help.

I will also be doing 4 courses with the Douglas College over the next few months to help and assist my clients.

Stay on top of the labor market research to be able to find jobs

Assist clients throughout the year in whatever they are deciding to take online or in class at colleges or in many different Trades at Colleges

HOUSING DEPARTMENT

Manager/Team Leader: Tabitha Eneas (Housing Manager)

OVERVIEW OF 2020/2021

The Penticton Indian Band Housing Department is focused on providing safe and healthy homes for membership through different housing options:

1. Band Rentals
2. Social Housing Units
3. Individual Mortgage Program
4. CMHC Programs

The Housing Department strives to build Band member independence through education, policy, building practice, maintenance and the responsibility of Home Ownership.

The Housing Department currently has 2 full time employees, 1 Full time Youth Intern and 1 part time maintenance employee

The Housing Department is eager to bring more affordable homes for members and will be focusing on creating partnerships and opportunities with funding agencies for the upcoming 2022-2023 fiscal year

HIGHLIGHTS:

- The Housing Department had an operating budget of $834.703.00.00 for the 2020/2021 Fiscal Year. This included funding sources from administration fees, CMHC Contributions, OSR, Rental Revenue, Tax Revenue and ISC.

- The operating budget allowed for the management of Housing Administration, Elders Housing, Band Rental Housing, CMHC renovations.

- The Housing Department has completed an application for funding through CMHC Rapid Housing Initiative for 17 new units, that include micro suites and bachelor suites. PIB will not know if the application is approved until December 2021.

HOUSING DEPARTMENT

- The Housing Department has started engaging with BC Housing on a partnership to bring more affordable housing units to the Penticton Indian Band.

- In response to COVID, the Housing Department had a moratorium on rent collection, which saw an increase in arrears. Effective August 1st, the Housing Department is re-engaging tenants in rent collection.

KEY CONSIDERATIONS

The Housing Department Action Items are:

- Update Housing Policy through Community engagement
- Engage Community on a Housing Committee
- Continue to improve energy efficiency of Housing Units
- Apply for funding for renovations
- Continue to work with tenants to pay rent
- Increase housing stock
- Engage community in information sessions

EMERGENCY MANAGEMENT

OVERVIEW OF 2020/2021

Overview: 2020/2021

The Emergency management function is to protect against, mitigate, respond to and recover from the threats and hazards that could impact the community. The initiative Lead is Tabitha Eneas and is supported internally by Managers and staff, but with no dedicated support staff, it relies upon Community Volunteers.

Under Emergency Management is the Penticton Indian Band Volunteer Fire Department. which consists of:
1 Volunteer Fire Chief,
6 Volunteer firefighters. These are not full-time positions.
For the 2020/2021 Fiscal Year, Emergency Management has an operating budget of $20,000.00, and the Volunteer Fire Department has an operating budget of 107,500.00.

The Emergency Management Team is liaising with multiple external agencies to enhance services to Community including:
FNESS – First Nation Emergency Services Society
BCWS – BC Wildfire Service
EMBC – Emergency Management BC
RDOS – Regional District Okanagan Similkameen

PLANS FOR 2020/2021

The Emergency Management Action Items are:
Update the Emergency Management plan and processes.
Engage and communicate to Community on Emergency Management Plan
Create the plan to have a staffed Emergency Management Department



LANDS DEPARTMENT

Manager/Team Leader: Joan Phillip & Lisa Wilson

OVERVIEW OF 2020/2021

- Under the direction of the Chief Administrative Officer, the Penticton Indian Band's Lands Program has a fiduciary obligation to ensure the responsible management of 18,637 Ha of PIB reserve lands for future generations, including being responsible for:
- Managing lands in a way that balances the environmental, cultural and heritage values of Penticton Indian Band Reserve lands with the need to maximize the economic benefits to the Band;
- Negotiating the return of reserve lands, including, but not limited to specific claims; and
- Maintaining the confidential records of the Band and its members.
- The Departments key areas of operations and service include: leasing, community planning, bylaw development, wills and estates, water management, land transfers and negotiations, specific claims, and records management.
- The Department is Reserve Land and Environment Management Program (RLEMP), Level Two Operational as there is a certified land manager on staff.
- Under the revised Community Comprehensive Plan 2017, Community Members have directed the department to develop bylaws, laws, and Land Code, create a Land Use Plan, build capacity in the Lands Department, support economic development, protect cultural sites/resources, beautify Reserve lands, and protect wildlife.

HIGHLIGHTS:

- The 2021-2022 key priorities for the Lands and Estates Department includes:
- Implement Lands and Estates Department program review recommendations to streamline processes and build capacity within the Department (including a new organization chart and HR plan);
- Finalize the Land Use Plan (LUP) and Environmental Management Plans (EMP) and present to Council for consideration to engage with the Community;
- Seek Council and Community support for moving to Land Code;

LANDS DEPARMTENT

- Support Chief and Council in the negotiation and resolution of and three (3) Specific Claims accepted by Canada – Indian Reserve No. 3, South Okanagan Commonage, and Channel Lands (five-to-seven-year processes);
- Support Additions to Reserve processes for Kettle Valley Railway (KVR) (Northern KVR lands are expected to be returned by early 2022), Okanagan River Channel Oxbows, and Airport Lands (three-to-five-year processes);
- Manage PIB's relationship with the Ministry of Transportation and Infrastructure;
- Draft a Climate change adaptation strategy and seek funding to implement actions identified in the strategy;
- Draft bylaws and policies to ensure the effective management of reserve lands, including: cannabis, illegal waste, tobacco, animal control, traffic/parking, noise, burning/fire, zoning, matrimonial real property, trespass/community protection, water, and building;
- Member engagement on the Subdivision, Development and Servicing (SDS), and other draft bylaws such as, cannabis, tobacco, illegal waste, and trespass/community protection;
- Form a Lands Committee to provide support and advice on lands issues, specifically the parcel fabric renewal project;
- Form a Major Projects Committee to provide support and advice to Council on issues such as the Fortis Okanagan Connector Upgrade, Garnet Mines, Sickle point, etc.;
- Negotiate and draft government to government agreements, such as the BC Capacity Funding Initiative project; and
- Continue to deliver effective and efficient lands services to PIB membership.

KEY CONSIDERATIONS

There are currently only two (2) full time staff and one (1) contractor in the Lands and Estates Department with an a RLEMP budget of about $220,000 each year from Indigenous Services Canada and about $200,000 in additional funding from other sources (reported on by Finance);

Last fiscal the Lands and Estates Department operated within 0.1 percent accuracy of its planned spending;

Key policy and planning achievements from April 1, 2020 to March 31, 2021:
Developed policy in response to COVID-19 (worked with the Health Department to draft a Communicable Disease Emergency Preparedness Plan for PIB; developed a return to work plan template and policy for programs; supported the

LANDS MANAGEMENT

development of COVID-19 return to work plans for programs; participated in weekly Emergency Operations Centre meetings; developed member outreach documents; security fencing on IR No. 2; and secured additional funding for COVID-19 isolation housing (3-"Life Cubes") and off-reserve membership);

- Met with the City of Penticton and District of Summerland to discuss government to government relationships;
- Supported meetings with representatives from Federal and Provincial governments on land issues (e.g., seven meetings with MoTI; letters to all new Provincial Ministers and Members of Parliament (MP); one meeting with MP Cannings; and one meeting with Minister Heyman);
- Negotiated a capacity funding agreement and work plan with MoTI that advanced work on KVR lands encroachments; Conditional Grant Agreement; access issues to properties north of Green Mountain Road; Oxbows Addition to Reserve; Indian Act, Section 35 Land Transfers; Skaha Intersection; the return of the Old Highway lands; and fence on highway 97;
- Researched and supported the negotiation for the return of Penticton Airport lands to reserve;
- Successfully had southern KVR lands surveyed and transferred to PIB's holding company for eventual ATR;
- Conducted research and supported negotiations in support of Canada's acceptance of three specific claims - Indian Reserve No. 3, South Okanagan Commonage, and Channel Lands (five-to-seven-year processes);
- Provided lands policy, research and analytic support and assistance to Taxation, K'uL Group, and interested businesses (e.g., land designation for IR No. 2, road use permits, permits for Westhills Aggregates and IR No. 2 lands, etc.);
- Reviewed and worked with Managers to provide recommendations for changes to the PIB Personnel policy;
- Provided policy advice and coordination for PIB's response to the Fortis Okanagan Connector Upgrade (OCU) project;
- Assisted in developing, analyzing and interpreting lands and estates laws, by-laws (reviewed the existing subdivision, development and servicing; redrafted the cannabis control (first round of member engagement and undertook a second round of member engagement with about 40 PIB Elders as requested by the Community); researched a property transfer tax; drafted an illegal waste bylaw), plans (strategic plan), appraisals (game farm lands) and policies;
- Completed gap analysis and member engagement plan to finalize Land Use Plan;
- Developed worked plan and budget to move to Land Code;
- Completed the research and drafted phase 1 of an EMP that is ready for member engagement;
- Supported the Approving Officer in the successful issuance of two (2) permits

LANDS DEPARTMENT

- Initiated monthly meetings with ISC to ensure land transaction moved forward effectively.
- Key lands transaction from April 1, 2020 to March 31, 2021:
- Monitored terms and conditions and ensured environmental compliance of leases/permits (e.g., conducted groundwater and air quality sampling for the Appleton Waste site);
- Prepared and delivered 57 sub-lease packages, 35 Order to Pay forms, and 39 Sellers Statement of Adjustment for signature to Indigenous Services Canada for final registration;
- Negotiated, implemented and monitored three (3) agreements with third parties for services;
- In process for the negotiation of ~32 Indian Act, Section 28(2) Permits (e.g., Cantex, Trademark, Fortis, Bell, etc.);
- Issued 27 PIB Access Permits (people and companies wanting/needing to come onto PIB Reserves);
- Process ~ 20-50 Indian Act, Section 58(3) Leases/Sub-Leases (e.g., Stagewest);
- Witness support for 12 Affidavits by Commissioner for Affidavits;
- Information storage for about 211 Estates files and five (5) transfer of possession for sales or exchange of reserve lands;
- Support executors to finalize about seven (7) estate files;
- Conducted six (6) land encumbrance checks in Indian Lands Registry System (ILRS);
- Completed one (1) land allotment;
- Accessed and authority for four major Right of Ways and easements;
- Evaluated and correctly interpreted evidence relating to interests in, title to and status of reserve land and individual lots; and
- Had piles of dumped garbage removed from IR No.1.
- Lands transactions are complicated, research intensive and often take multiple years to complete.
- There are also several "buckshee leases" that are a challenge to manage as land's does not receive funding or information regarding the leases, but there's a legal and program expectation that the Land's office is monitoring and managing these leases in the best interests of PIB. PIB has a legal duty to refer these unregistered leases to the Crown as the Crown is ultimately accountable.
- As the Band is not under a Land Code, the Department is reliant on ISC to complete most land transactions. ISC will only proceed with one file per topic at a time and often takes 3-6 months to respond to requests from the Band.

LANDS DEPARTMENT

- In addition, COVID-19 meant that the Department was unable to undertake the member engagement that it hoped to accomplish related to the Land Use Plan, Specific Claims, and bylaw development.
- Further, members often show up in the land's office with requests (sometimes complicated or not within their authority to request or the Land's department to complete) that they expect an immediate resolution to, which makes it challenging to manage work loads.
- Finally, in the absence of approved PIB policies and bylaws, the Department lacks the jurisdiction to fully balance the environmental, cultural and heritage values of members against maximizing the economic benefits to the Band.

RECOMMENDATIONS

That Chief and Council support the Lands and Estates Department year-end summary for 2020-2021 and priorities for 2021-2022.



NATURAL RESOURCES

Manager/Team Leader: James Pepper (NR Manager)

OVERVIEW OF 2020/2021

The Penticton Indian Band Natural Resource Department (PIBNR) is responsible for:

- Responding to all Crown Consultation (referrals) received by PIB which are focused on off reserve developments within syilx Territory and the PIB Area of Responsibility.
- Restoration and Enhancement Projects
- Inter-governmental engagement.
- Syilx inter-community engagement.
- Syilx National engagement via the syilx Natural Resource Council and its working groups.
- Syilx cultural research.
- Syilx Title and Rights.

PIBNR acquires all funding to support its programs and staff from external resources.

The PIBNR 2020/21 workplan was fully executed through the fiscal year. PIBNR acquired a total budget of over $2,267,786.00 this fiscal; $857,660.00 more than what was anticipated. This allowed us to hire more staff and support more PIB community programs.

Within this fiscal the PIBNR staff compliment consisted of 25 Seasonal On-call staff, 4 Full Time staff and one contractor.

Although not considered staff, PIBNR engaged on a weekly basis (or more) with Elders and Knowledge Keepers. The attendance at each meeting average from between 8 to 25 participants. Weekly meetings were held and additional Nation-wide meetings were also held. Participants were asked to share meeting discussions with family members and other syilx community members.

NATURAL RESOURCES

HIGHLIGHTS:

Through extensive relationship development and the establishment of longer-term agreements the PIBNR capacity model is changing. PIBNR has now increased its Full Time Staff Equivalent to five full-time staff.

PIBNR implemented hundreds of unique projects within the 2020/21 fiscal year. The following list include highlights of work completed:

- Guardian Program
  - PIB IR 1, 2 and 3A were patrolled every day.
  - Over 10 tonnes of garbage were removed from PIB reserve lands and illegal trespassers were addressed.
- Fuel Modification/Prescribed burn
  - Forest fuels were reduced in over 150 Ha of forest.
  - Fuel loads around the upper PIB IR#1 village were reduced.
- Syilx forestry standards
  - Nation-level engagement
  - Multiple nationwide TEKK meetings
- Proposed forest harvest areas
  - Assessed over 1 million cubic meters of wood that were proposed for harvest.
  - Implemented interim forest harvest standards and protected over 150,000 cubic meters of healthy forest, protected over 800 cexwixa (streams) as well as huckleberries, medicinal plants, hunting areas, and wildlife use areas.
- Elder Community Workshops
  - Weekly meetings (or more) with elders and Knowledge Keepers
- Referrals
  - Over 5,000 referrals responded to.
- Archeology
  - Over 100 archeological assessments completed
  - Off reserve land use planning
- Restoration and Enhancement Projects
  - Removed invasive plants on reserve.
  - Finalized Chinook Ponds in partnership with the ONA.
  - Wetland Restorations
  - Fisheries assessments
  - Wildlife assessments
- Cultural Research
  - Over 5,000 cultural points, lines and polygons were identified by Elders

NATURAL RESOURCES

- and Knowledge Keepers as areas for protection, enhancement, cultural practices and protection.

◉ Benefit Agreements

- Benefit agreements were negotiated and implemented.

CHALLENGES:

- A complete lack of funding to support crown consultation and engagement is a consistent challenge. PIBNR must negotiate and write grants to engage in these critically important processes to protect PIB interests within the Territory.
- COVID19 represented a significant challenge during this fiscal year but PIBNR staff were able to overcome these challenges and support the PIB community during the pandemic in partnership with PIB Health, the EOC and other departments.
- Capacity is always a challenge, PIBNR is in consistent need to acquire more capacity to complete projects and protect syilx Title and Rights.
- Broad community engagement was a challenge during the pandemic. Online meetings, social media and other forms of communication were utilized but face to face meetings, by far the most effective, were not possible.
- Despite numerous court rulings and promises made by external governments the recognition of syilx Title and Rights is always a consistent challenge. PIBNR, together with Chief and Council must fight, every day, to uphold syilx Title and rights to the lands, waters, plants and animals owned and rightly managed by the syilx people.

PLANS FOR 2020/2021

- Funding acquisition to support community driven projects, employment for community members and the assertion of Title and Rights is always a key priority.
- PIBNR plans to increase its staff compliment to 40 total staff in 2021/2022.
- Work with other syilx communities and the Nation to provide support and build unity when implementing syilx Title and Rights.
- Add a new off-reserve guardian program and in-lake guardian programs.
- Establish a PIB conservation land trust.
- On and off reserve restoration projects focused on the removal of invasive plant species.
- Establishment of long-term funding agreements to support PIB community member staff.
- Training.
- Establish inter-community protocols.
- PIB community member engagement.

PUBLIC WORKS

Manager/Team Leader: Eric Pierre (PW Manager)

OVERVIEW OF 2020/2021

- The Penticton Indian Band Public Works Department restructured in Fall 2020 to include a Public Works Supervisor/manager.
- The Penticton Indian Band Public Works Department is focused on providing improved maintenance and management of PIB owned assets to include buildings, parks, roads and the river channel.
- The Public Works Department consisted of 3 full time employees, 3 youth term positions and 3 part time employees- 1 supervisor, 5 maintenance, 2 janitors

HIGHLIGHTS:

- The Public Works Department had an operating budget of $853,549 for the 2020/2021 Fiscal. This included funding sources from INAC, NGO's, OSR, Rental Revenue, Tax Revenue and Earned Revenue
- The Public Works Department collaborated with PIB Education to successful secure funding for 3 Youth maintenance workers.
- The operating budget allowed for the management of Public Works Administration, Community Facilities, Roads, River Channel Maintenance,
- Purchased a sand truck and trailer to support snow removal in the community.
- Reviewed condition of existing equipment to support the services provided. It was determined that capital equipment owned by PIB was inadequate to meet the scope of work required. A plan was developed to purchase equipment to improve the services provided to the community for 2021-2022
- Implemented Elder's wood program and provided ongoing weekly deliveries to community.
- Repaired underground irrigation at daycare, OSCS and lower playground.
- Installed underground sprinklers at PIB Ball Park.
- Initiated a fertilizer and watering schedule for PIB parks.

PUBLIC WORKS

ACTION ITEMS

- Create Policy for the management of Community Buildings
- Develop and establish a community facility maintenance schedule
- Increase tools and equipment for improved service
- Build a storage shed for equipment.
- Improve and maintain Community Parks
- Continued training for staff-chain saw operator, flagging, first aid, land scape maintenance.
- Improve public space– Community Parks, Basketball courts and Baseball field, community buildings.

PLANS FOR 2020/2021

- Develop a fire suppression policy and plan for community safety
- Develop a building maintenance schedule and plan
- Develop a capital equipment purchase and replacement plan
- Establish a snow removal policy and procedures plan.
- Develop a cemetery plotting system to identify existing markers and manage new
- Evaluate and identify Fencing requirements for PIB community

TAXATION

Manager/Team Leader: Carlene George (Taxation Administrator)

OVERVIEW OF 2020/2021

The goal is to maximize the Tax Revenue collected through property taxes charged to Non Band member occupiers such as businesses and leaseholders. Due to the COVID-19 pandemic, our focus turned to enhancing our taxpayer relations and to decrease the amount of unpaid property tax. The Department is staffed by Carlene George, the Tax Administrator and Carmen George the Tax Clerk. As a result of COVID-19 Safety Planning, we were unable to accept as many transactions in person, as previous years.

Year over Year
Tax Budget Comparison

Budgeted for 2020	Budgeted for 2021
$2,313,517	$2,995,676

Folio Comparison

2020		**2021**	
Residential	735	Residential	758
Utilities	19	Utilities	19
Light Industry	11	Light Industry	11
Business	23	Business	31
Recreation	7	Recreation	7
Farm	10	Farm	10

2021 Property Tax Transfers to Penticton Indian Band Departments

Chief and Council	180,000	PIB Utilities	49,200
Planning and Engineering	180,000	Little Paws Daycare	40,000
General Administration	120,000	Communications	36,007
Public Works	120,000	Records Management	28,000
IT	76,000	Natural Resources	20,000
Lands Department	60,000	PIB Waste Management	13,144
PIB Fire Protection	60,000	Channel Lands	5,000
Footprints	40,000	Roads	5,000

TAXATION

CHALLENGES

Each year the department must enforce the tax law to recover any unpaid property tax. There are certain measures according to the law that may be enforced depending on the number of years of unpaid taxes. The collection of unpaid property tax bills is an ongoing challenge for various reasons, which was hindered further this last year by COVID-19.

We have repealed and replaced the tax and assessment laws, so they meet the new standards set out by the First Nation Tax Commission. These updated standards, secure further enforcement proceedings of our tax law, allowing further collections of the unpaid property taxes owed.

Property taxes help cover the costs of services to the community, some of which are mentioned above in the transfers to PIB.

PLANS FOR 2021-2022

The tax clerk will complete her First Nation Tax Administrators Certificate and look to Include more capital planning into next years budget.

FINANCE & INFORMATION TECHNOLOGY

OVERVIEW OF 2020/2021

The PIB Finance and IT team provides PIB with the best financial information and information technology possible. This is a tall order in a very spread out and diverse organization with 29 departments, and close to 200 employees providing services including education, social assistance, Health, lands management, natural resources, public works, capital projects, utilities, property tax, and more. The CoVid 19 pandemic has added another level of challenge to everyone's work.

HIGHLIGHTS:

Despite the challenges, the team can point to another successful year:
After years of working towards the goal, PIB financial systems were certified by the First Nations Financial Management Board (FMB) in October, 2020.
PIB continued to improve its financial systems, improving processes while increasing while increasing security and controls.

The audited financial statements were completed on time for the second year in a row. They were done fully remotely with less work required from PIB staff, and the auditors.

Financial reports including budgets and monthly statements were all presented to the FAC and Council on time and according to the terms of the Financial Administration Law. (FAL).

PIB information technology systems served more staff, and continued to be updated and improved to the most recent standards. Staff and Council have converted very efficiently to remote, and safe operations due to the hard work of the IT department.

Finance and IT staff increased by one over the past year, as the demanding payroll function was finally into two positions. We welcomed Norma Pierre into her new role as Intermediate Payroll Clerk and Karen Gabriel into Accounts payable. We are still looking to add to the IT team as the work continues to increase.

FINANCE & INFORMATION TECHNOLOGY

PLANS FOR 2021-2022

The team looks forward to continuing to improve PIB's systems accuracy and efficiency in the 2022 fiscal year while supporting bigger projects such as rolling out the PIB Member web site, extending fiber optic service to the community, and perhaps helping with initiating a new Administration building. We are also looking to grow capacity in the group by encouraging training and professional development. Finally, we look forward to continuing to reach out to PIB managers so they can be even more effective and efficient in delivering the services that they do.

Anyone working at PIB comes to realize very quickly the challenges and complexity of the finance and IT systems and then quickly comes to appreciate the quality of work and dedication of the staff. Thanks to everyone for all your efforts, and the great teamwork.

FMB CERTIFICATION

First Nations FINANCIAL MANAGEMENT BOARD | CONSEIL DE GESTION FINANCIÈRE des Premières Nations

FINANCIAL MANAGEMENT SYSTEM CERTIFICATE ISSUED TO THE PENTICTON INDIAN BAND

The First Nations Financial Management Board ("the Board") has completed its review of the Penticton Indian Band's Financial Management System for compliance with the Financial Management System Standards established under section 55 of the First Nations Fiscal Management Act ("the Act") and effective April 1st, 2016.

On the basis of its review and after consideration of its findings, the Board is of the opinion and certifies that, as at October 16, 2020, the Penticton Indian Band was in compliance, in all material respects, with the Financial Management System Standards.

The Board has provided the Penticton Indian Band with a Report dated November 6, 2020 as required under subsection 50(2) of the Act and upon which the Board's opinion and certification is based.

This Certificate has been issued to the Penticton Indian Band under subsection 50(3) of the Act solely for the purpose of enabling the Penticton Indian Band to satisfy the requirements of the Act. It must not be used or relied upon by the Penticton Indian Band or by any other person for any other purpose and the Board accepts no responsibility for any loss or damages resulting from any unauthorized use of or reliance on this Certificate.

This Certificate is issued on the 6th day of November, 2020.

First Nations Financial Management Board

2020-2021



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